



The ADC Post

We Strive Toward Excellence

DORA SCHIRO, DIRECTOR

NOVEMBER 2006

Director gets national award

Governors laud 'Distinguished Service to State Government'

The first female director of the Arizona Department of Corrections is now the first Arizonan to receive the Award for Distinguished Service to State Government from the National Governors Association.

Director Dora Schiro has served the Grand Canyon state as ADC Director since 2003.

"I brought Dora to Arizona three-and-half years ago with the goal of putting the Corrections back in the Department of Corrections," Gov. Napolitano said. "She has done that with a bang."

Director Schiro is the first Arizonan to receive the award, which NGA established in 1976 to allow governors to bring national recognition to their states' most valuable civil servants and private citizens.

"Director Schiro has implemented the Parallel Universe," Governor Napolitano said. "It is an approach that recognizes that prison life on the inside should resemble life on the outside with its attendant responsibilities."

Following an extensive re-

view of the Department, Director Schiro sought input from corrections employees, the felon population and its advocates, the state legislature and, importantly, the victims of crime.

Together, this newly formed team helped develop a comprehensive, evidence-based approach to improving public safety in Arizona.

The implementation of Parallel Universe has improved the day-to-day operation of the state's prison as it presses the prisoner population to prepare for release by becoming literate, sober and employable to reduce the three "Rs" – relapse, revocation and recidivism.

"Corrections employees now are aware that their job is two-fold," Governor Napolitano continued. "To provide public safety now through sound correctional security practices on



ADC Director Dora Schiro receives the Award for Distinguished Service to State Government from National Governors Association President-elect Janet Napolitano and NGA President Arkansas Gov. Mike Huckabee at the annual meeting of the NGA in August.

the inside and to take care of public safety later by preparing inmates for the outside world. The results are outstanding."

The awards program is administered by a selection committee comprised of three permanent representatives from the

academic community, as well as designees chosen by the NGA Chair and Vice Chair.

Each year, NGA presents three awards to state officials, three to private citizens and two for distinguished service to the arts.



Governor Janet Napolitano poses with ADC staff at a ceremony honoring parole officers at the Capitol in July. From left, ADC Southern Region Regional Operations Director David Cluff, Northern ROD Bennie Rollins, Parole Officer Linda Melendez, PO Lisa Svoboda, PO Kelly Knoll, PO Cynthia Norton, PO Paul Winger, Governor Janet Napolitano, ADC Director Dora Schiro, PO Anthony Oliveri, PO Kimberly Pena, PO Jeffrey Smith and PO Matthew Taylor.

Napolitano honors ADC parole officers

In celebration of National Probation and Parole Officers Week, Arizona Governor Janet Napolitano honored a group of Arizona Department of Corrections parole officers July 18 at the Capitol with the presentation of an official proclamation slating July 16 - 22 annually as Community Correction Officers Week.

Those honored met with the Governor for a photo and each parole officer received a copy of the proclamation, which lauds their efforts toward "effective management of the state's of-

fenders completing their sentences under supervision...to maximize public safety."

At a reception at ADC, Director Dora Schiro, Offender Operations Division Director Sam Sublett, Southern Region Operations Director David Cluff and Northern Region Operations Director Bennie Rollins also thanked parole officers for their hard work, dedication and success.

"The effort you put into turning people's lives around is outstanding," Director Schiro said. "You are critical to the

success that is leading ADC on the road to flagship status."

ADC values the work of parole officers as skilled criminal justice professionals. As the eyes and ears of the court system, they ensure that offenders' behavior meet the public's desire for civil and law abiding.

Honored at the event were representatives of community corrections officers from regional offices across the state including Linda Melendez, Lisa Svoboda, Kelly Knoll, Cynthia Norton, Paul Winger, Anthony Oliveri, Kimberly Pena, Jeffrey

Smith and Matthew Taylor.

The complex nature of the work of the PO includes carrying out inter-state transfers registration of sex offenders or the civil commitments of sexually violent predators; assisting law enforcement with community notifications; helping offenders secure housing and employment; and processing parolees returning to custody.

Their strength, compassion and commitment to the safety of our communities and helping offenders reintegrate into society is praiseworthy.



**Phelps
retires
Page 3**



**Un-locks
of love
Page 4**



**Grads set
records
Page 2**

Good things on horizon for ADC flagship



By Director
Dora Schriro

From her desk

The men and women who make up the Arizona Department of Corrections are steadfast in their resolve to protect the public now, and later.

Like you, the administration of the department is steadfast in its resolve to recruit, retain and recognize its exceptional workforce and is dedicated to improving the quality of your lives at work and at home. To that end, we've all worked hard as one team towards one goal, supporting your efforts by securing better wages and working conditions.

Ever hopeful about the legislative outcomes and certain of the Governor's commitment to you, we were working on plans to find and place qualified personnel in the department's many vacancies as quickly as the pay increases were approved. In the end, about 75% of our workforce received over \$6,800 and all others, \$3,090 on average. The plan that was developed by Division Director Goldsmith and others at ADC was practical and put in place right away. If you have had an opportunity to read a newspaper lately or listen to the radio, you know just what I mean. Here's what is happening.

ADC conferred with an ad agency, developed an aggressive multi-media advertising campaign and then purchased space in local newspapers, on cable TV and the radio as well as billboards to recruit officers and others. Now the ads are appearing regularly in the media. In just six weeks in September and October, we aired 1,484 30-second radio ads in markets throughout Arizona including Phoenix, Flagstaff, Globe, Safford, Sierra Vista and Tucson.

Billboards are popping up in Maricopa and Pima counties, three at any time and over time at 16 different locations including Tucson, Phoenix, Glendale, Tolleson, Mesa and Scottsdale. We've carried these themes onto ADC busses, too, and now they also feature recruitment information.

So, is it all working? Absolutely! Yes.

COTA enrollment is up 65 percent and classes are filled to capacity. In the first four months in FY 2006 (July through October), we've hired 520 correctional officers and as more staff has come on line, fewer officers have had to work overtime.

RUSH was revamped as well, readied to target four potential applicant pools: 1) new hires with no correctional experience; 2) retirees returning to work, taking advantage of the CORP Return to Work that was enacted last month; 3) reinstatements and 4) ADC staff currently employed in non-correctional positions want-

ing to join the CO series. Information on each option is available and updated routinely on our webpage at <http://www.azcorrections.gov/HRD/careers.htm>. It's a great resource for those of you interested in taking advantage of DO 1199, which provides for our Employee Incentive Plan through which you can earn \$500 for each new qualified candidate that you recruit.

We also expanded veterans' access to GI Bill benefits. Now eligible veterans attending the department's 11-week pre-service program at COTA can earn GI benefits and soon, we expect several other course offerings will be approved by the Veteran's Administration. We drafted and worked for the enactment of legislation permitting officers who retired before this past January 1 to return to work full time without forfeiting their CORP pension and now building towards ASRS retirement benefits.

We were also successful in obtaining \$1.5 million in new funds to replace a number of high-mileage vans and expand the size of the van pool to serve more staff. Orders have been placed for 59 new vans, 47 are replacements and the remaining 12, to increase our total capacity to transport ADC employees.

Attracting more candidates to join ADC is of course, but the first step. Throughout the summer, staff in all three divisions and from each of the ten prison complexes updated the department's strategic plan which includes the development of a story, our story, which we plan to use to introduce, perhaps reintroduce ourselves to our state. An exceptional workgroup is taking your great ideas and developing story boards for our consideration at this fall's final report out early in December.

The department's FY08 budget request and legislative proposals have been submitted as well and as promised, both contain recommendations to continue to advance your standing as this state's premier correctional professionals. We also submitted our preferred performance measures, the standards by which we will continue to earn performance pay. As we get feedback about each of our submissions I will pass that information onto all of you.

It was a good legislative session and this coming year promises to be better. Be good. Do well. Good things will happen for all of us at ADC.

Yuma GED graduation tops attendance records

Friends, family and Arizona Department of Corrections staff gathered in August to cheer inmates graduating from the GED and Work Based Education programs at ASPC-Yuma, Dakota Unit.

More than 70 percent of Dakota Unit inmates now have their GED or high school diplomas.

With more than 100 visitors attending, it was the largest single-unit graduation event held since ASPC-Yuma discontinued complex-wide graduations two years ago and began specific unit graduations because of the program's success.

"We want you to go out and

get a job – we don't want you back," Corrections Educational Programs Manager Hal Siel said, addressing a packed house at the Dakota Unit visitation room.

Following the ceremony, attendees and graduates enjoyed a reception and special visitation which lasted into the afternoon. Faces beamed with pride and eyes filled with tears as more than 100 family members, a record turnout, shared in the special occasion.

"We were floored to see so many visitors and graduates," said Bill Manginen, a Correctional Education Program Supervisor who has served at ASPC-Yuma for more than

nine years. "We wanted it to be something memorable for everybody – this is what Parallel Universe is all about."

127 inmates qualified to receive GED certificates or a WBE certificate in custodial maintenance or custodial business startup.

Guest speakers at the event included state Representative Amanda Aguirre and ASPC-Yuma Warden Jerry Sternes, both of whom encouraged the inmates to continue down the road to success.

Since 2003, department-wide graduations have increased from fewer than 700 to more than 3,000 annually.

The Department's long-term

commitment to public safety is accomplished in part through evidence-based programs, such as literacy and GED instruction.

"Inmates who earned a GED and completed jobs training are more than 34 percent less likely to return to prison than similar inmates who did not secure these skills," said Steve Ickes, Division Director of Program Service. "With the implementation of the automated Corrections Plan which includes an incentives system, we hope to motivate the inmates to choose to get an education early, while we maximize our positive outcomes."

Obtaining a GED is a mini-

mum requirement for entry into the workplace, but that alone does not guarantee success in a real world setting. "Our inmates have a very short timeframe to gain literacy," Mr. Ickes said. "They must do it as soon as possible, so that they can gain sobriety and employability skills."

As a result, the department partners with seven community colleges for WBE programs and Arizona Correctional Industries.

For more information, including ADC's recidivism study, visit:

www.azcorrections.gov.



Around Arizona

CENTRAL OFFICE

DEPUTY DIRECTOR RETIRES: ADC bids farewell to Deputy Director Gary Phelps, who retired September 29 after serving Arizona for more than 40 years. Mr. Phelps first entered state service in 1966 and came to ADC after retiring from Arizona Department of Public Service.

A devoted public servant and skilled leader, he was an invaluable asset to the Department and the people of Arizona.

ADC wishes Gary all the best as he embarks on retirement and enjoys traveling and spending time with his family.

NEW DEPUTY DIRECTOR APPOINTED:

Steve Ickes has been selected to serve as ADC Deputy Director, following the retirement of Deputy Director Gary Phelps.

Mr. Ickes has served ADC for three years as Division Director for Programs Services. Before joining ADC in 2003, Mr. Ickes served the Oregon Department of Corrections in a number of positions including intake and assessment, institutions, programs, staff training and personnel.



DOUGLAS

DONORS BLEED LOVE: The "9/11" blood drive was a big success, with 25 registered donors giving 21 productive units, enough to save the lives of up to 63 patients in Arizona. Expect another blood drive in December.

GILA UNIT QUARTERLY AWARDS: Librarian Kate Fry – Non-Uniform Employee of the Quarter. COII Gilbert Pizano – Officer of the Quarter. COIV David Green – Supervisor of the Quarter.

MOHAVE UNIT QUARTERLY AWARDS: COIII Stephanie Smith – Non-Uniform Employee of the Quarter. COII Silvia Alvarez – Officer of the Quarter. Lt. Jose Ramirez – Supervisor of the Quarter.



STEP INTO THE SPOTLIGHT

Let *The ADC Post* share your story:

- ◆ Community involvement
- ◆ Charity & voluntarism
- ◆ Recent promotions
- ◆ Personal success

The ADC Post is produced by the Media Relations Section.

Contact us at:

media@azcorrections.gov

EYMAN



STAFFERS 'GO PINK': The Eyman Complex executive staff participated in a fundraiser for breast cancer awareness October 25 with "Bosses Wear Pink Day."

The staff was encouraged to wear pink that day and donations were raised through the sale of a special meal – two hot dogs, chili beans, soda and a pink dessert.

FLORENCE

CHAMBER HOSTS MEMORIAL, 'FUN DAY': Florence Complex participated in the Greater Florence Chamber of Commerce Corrections and Protections Day September 30 to honor Pinal County police officers, fire fighters, emergency personnel and corrections officers.

A memorial service was held for those police officers, fire fighters and corrections officers of Pinal County that gave their lives in the line of duty.

The memorial was followed by a fun day at Heritage Park that included vendor and food booths, a jumping castle and a tug of war contest between the different agencies.

LEWIS

SUPERVISORS GET SUPER TRAINING: Lewis Complex, in conjunction with Arizona Government University, hosted the Professional Development Program (PPD) at the Barchey Unit in October. PPD is a 40-hour course that teaches supervisors about state and departmental supervisory practices.

Certified instructors for the course included Deputy Warden Anne Reeder, Lt. Randy Standridge and Lt. Ray Holcomb.

NEW HIRE ENJOYS FAMILY BUSINESS: Account Technician II Marcia Stoner recently joined the Lewis staff. Ms. Stoner has the pleasure of working in the business office with her daughter, Clerk Typist III Leslie Dohanyos.

SAFFORD

ELKS TO HONOR FIRE CREW: Each year, the Elks Lodge #335 in Phoenix honors firemen, wild land fire staff and law enforcement personnel involved in life-saving incidents. This year, the Fort Grant Unit Wild Land Fire Crew supervisors have been chosen to represent ADC at the November 9 recognition ceremony.

The crew consists of 20-30 inmates, Sergeant Clarence Johnson and CO Supervisors Ramon Melendrez, Lehi Vizciano, Johnny Garcia and Kenneth Pulse.

In fiscal year 2006, they responded to 23 fires and saved the taxpayers \$67,000.

OFFICER, DOG ATTEND CONFERENCE: COII James Bay and Service Dog Bo of ASPC Safford were selected to attend the National Police Canine Association Training to be held in Denver Colorado in October.

Not only did they attending the national training, they instructed and assisted with training scenarios while there.

PERRYVILLE



WALKERS SUPPORT CANCER CAUSE: Inmates and staff at Perryville tied on their walking shoes to travel round the recreation yard tracks to raise more than \$1,400 for breast cancer research October 21.

86 inmates and six staff walked while 50 inmates and 16 staff made cash donations.

PHOENIX

BIKE FIXERS GIVE BACK: ASPC-Phoenix/Globe Unit inmates and staff have adopted a bicycle refurbishment project called ISOCK, or Inmates Supporting Our Community Kids. Participants are repairing and repainting donated bicycles to give to needy children during the holidays.

To raise money to support the project, an inmate from the Globe Unit has constructed a rocking chair to be auctioned November 20.

AAII Annette Close is coordinating the effort and invites all ADC staff to bid on the fine piece of furniture. E-mail: aclose@azcorrections.gov.

Inmates also repaired and decorated a special "Tiger Bike," which will be auctioned in the Globe community for the project as well.

TUCSON



PINK RIBBON REMEMBRANCE: In observance of Breast Cancer Awareness Month in October, inmates were permitted to purchase pink ribbons to honor the memory of their family and friends affected by the disease. The ribbons were displayed in the visitation areas.

WINSLOW

SLICES OF KINDNESS: In October, Kaibab Unit raised nearly \$1,900 for Alice's Place, a local domestic violence shelter, by purchasing Piz-za Hut pizzas. The event was coordinated by COIV Daniel Bailon, who has spent a considerable amount of time making it happen.

YUMA

BALLERS PLATE UP BENEFIT TOURNEY: Yuma Complex will host a softball tournament December 9-10 to benefit SECC for the Boys and Girls Clubs of Yuma and Somerton. Entry fee will be \$150 per team plus a donation of one toy from each team member.

For more information, contact Shannon Price (928) 627-8871, ext. 2102.

BENEFICIAL BIKERS: Yuma staff rode in the 6th Annual Ride to Provide Motorcycle Run October 14. The event raised \$941 for SECC.

HAPPY HALLOWEEN HAPPENING: Yuma staff dressed up for the 10th Annual Halloween Crime Prevention Event, hosted by Yuma county Adult Probation October 30 at Carver Park. Staff set up a display and passed out candy to kids.

ADC helps students

Staff, inmates support Gov. Napolitano's 'Pack to School 2006' supply drive

Backpacks were loaded, pencils sharpened and paper stuffed into binders as kids headed off to school this fall, but more school children had the supplies they needed after the success of this year's successful Pack to School campaign.

Arizona Department of Corrections staff and inmates from every complex and central office joined Governor Janet Napolitano and the Salvation Army to make sure Arizona's less fortunate students had the tools for success.

"Successful schools are Arizona's best crime prevention program," ADC Director Dora Schriro said. "Following our staff's excellent example, the inmates really stepped up this year and, despite their limited resources, donated generously to students, ensuring they get the tools they need to learn and achieve."

When the markers, crayons, pencils and other school supplies and cash were added up, ADC had contributed more than 42,198 items and corrections staff and inmates had raised \$15,887 in cash donations.

Led by Warden Ivan Bartos, ASPC-Lewis donated the most. To spur his staff on, the Warden offered something very near and dear to him, his hair, if the staff reached their goal. They did!

ASPC-Lewis contributed a total of 9,008 supplies and just shy of \$6,000 in cash. One inmate donated \$1,600 and COIII M. O'Brien donated five new bicycles which were used for raffles.

"We are pleased with all that the Arizona Department of Corrections has done to support this wonderful program," Salvation Army Southwest Divisional Commander Lt. Colonel Don Mowery said. "Thanks to its increased support, we easily exceeded our goal of providing backpacks and supplies to 7,500 children across Arizona. That is an increase of more than 40 percent."

This was the fourth year of participation in Pack to School for ADC, which has consistently led all Arizona governmental agencies in the annual supply drive.



Fire crew chips in for 'Winter Warmth' program



Staff and inmates of the ASPC-Winslow wild land fire crew cut wood for the Northern Arizona Food Bank's Winter Warmth program in Flagstaff. The volunteers prepared more than a dozen cords of wood, which will be distributed to needy families in rural areas through Northern Arizona.

More Arizonans will be ready to face the cold of winter this year, thanks to the staff and inmates of the ASPC-Winslow/Coronado inmate wild land fire crew.

Supervised by Arizona Department of Correction's staff, a crew of nearly 20 inmates cut more than a dozen cords, roughly 48,000 pounds, of firewood for Northern Arizona Food Bank's Wood for Winter Warmth program in Flagstaff. As part of the Department's commitment to community betterment, the effort was organized by Northern Arizona Food Bank Director Stephan Youngkrantz, ASPC-Winslow Deputy Warden Vance Parisot and Deputy Warden of Operations Ed Fiser.

The program serves needy families in rural and outlying areas throughout Northern Arizona including Coconino, Navajo and Apache counties. In the first three years, the

program provided more than 114 cords to those in need and ADC staff and inmates have provided much-needed support.

"It is difficult for us to find volunteers for this challenging task and we really appreciate the inmates working so diligently to accomplish so much," NAFB Administrative Assistant Annie Braun said. "Through our Wood for Winter Warmth program, NAFB supplies disadvantaged families and individuals with wood for heating and cooking. We believe people should not have to choose between food, medicine and heat and the aim of the program is to prevent them from having to do so."

Those who qualify receive a half cord every two weeks for their own use. The program is especially crucial on the reservations, where many people depend on wood for warmth and cooking.

"We depend on volunteers," said Mr. Youngkrantz, a former corrections officer, who served 14 years at ASPC-Winslow/Kaibab before accepting his current position at NAFB. "Without the inmates helping, we would be a lot slower getting ready for the fall and winter."

When not fighting wild fires, ADC's Coronado inmate fire crew works on fire prevention or abatement projects such as clearing brush and other hazardous and flammable materials. ASPC-Winslow Warden Mary Hennessey promises the crew will be available for future assistance to NAFB.

This program is just one example of the Department's expanding Community Betterment initiative, which represents ADC's commitment to serving the state and its resolve to be Arizona's best neighbor.

For more information, visit www.nafoodbank.org.